



August 2002

Important Health Benefits News for Benefits Administrators

Upcoming Events

AUG

Aug. 15 ♦ EmployeeDirect enhancements continue for Flexible Benefits Annual Enrollment

Aug. 31 ♦ Benefits Administrator contact list confirmation ongoing

SEPT

Sept. 30 ♦ Flexible Benefits Sourcebook and poster printed

Sept. 30 ♦ Health benefits articles published in Fall 2002 issue of Commonwealth Currents

OCT

Oct. 18 ♦ Spotlight developed and printed

Oct. 21 ♦ Flexible Benefits Sourcebook, Spotlight and other Flex Annual Enrollment materials sent to Benefits Administrators

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Virginia Department of Human Resource
Management

B.A. Bulletin

Emergency Services Criteria Expanded

Effective July 1, the criteria for emergency services for Key Advantage and Cost Alliance were expanded. The new criteria include the prudent layperson's assessment of the medical situation as to whether it constitutes an emergency.

Emergency services are now described as care in response to the sudden onset of a medical condition that manifests itself by symptoms of sufficient severity. This includes severe pain that, without immediate medical attention could reasonably be expected, by a prudent lay person who possesses an average knowledge of health and medicine, to result in:

- ♣ Serious jeopardy to the mental or physical health of the individual;
- ♣ Danger of serious impairment of the individual's body functions;
- ♣ Serious dysfunction of any of the individual's bodily organs; or
- ♣ In the case of a pregnant woman, serious jeopardy to the health of the fetus.

FBMC Revamps Web Site

Take a look at the updated Fringe Benefits Management Company (FBMC) Web site prior to Flex Annual Enrollment in November. Go to www.fbmc-benefit.com to view an improved site design that provides better navigation between links. Among the enhancements are the ability to check Flexible Reimbursement Account (FRA) balances, review account status and frequently asked questions, download forms and find related links.

Sign Up Now for Health Benefits Training

All training is held from 8:30 a.m. to 4:30 p.m. The location is the PDS Training Center at the James Monroe Building in Richmond.

Fundamentals for Benefits Administrators (Parts I and II)

September 16-17, 2002
November 6-7, 2002

Advanced Benefits Administration

September 25, 2002
November 13, 2002

For more information, visit the DHRM Web site at <http://www.dhrm.state.va.us>.

Confirmation of Agency Contacts

The Office of Health Benefits routinely distributes communications and materials to agencies with employees eligible for health benefits. During the next month, we will ask each agency to confirm by e-mail the contact information we have in our database, such as Benefits Administrator shipping and e-mail addresses, and telephone numbers.

Please note: When asking that agencies distribute materials like the Spotlight newsletter, we take a count of eligible employees from BES, increase that by 8% and ship the materials in bulk to the agency's shipping address.

Once the confirmation process is completed, we plan to put our contact list on the DHRM Web site so that you can also use it.

**Flex Annual Enrollment
November 1 – 30, 2002**